

Approved For Release 2004/03/17 : CIA-RDP80M00165A001100110016-4  
MEMORANDUM FOR: DDCI

17-6960/4

You will note that I have made a few alterations in this info package for the DCI. I have deliberated with the Director of Personnel. As a result, we decided to propose the factual paragraph on the first page as the DCI's primary response to the President's query. Depending on the DCI's attitude and policy with regard to affirmative action, we feel that the attached data provide him with all that he may need for any initial follow-up comments or questions. Obviously, I stand ready for any further discussion which you or the DCI may require on the somewhat broader subject of EEO programs.

MLP

ES

DDCI rec'd  
an original of this note.  
EEO sent up 2 originals.

Date 6 April 1977

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Central Intelligence Agency

The Status of Women and Minorities

1. The Central Intelligence Agency has since its inception had a paucity of minority and female representation at the upper grade levels. This situation was brought about by a combination of factors including:

- The generally "white male" structure of the World War II organizations which comprised the early CIA.
- Early recruiting policy which until 1973 was not geared to the present concepts of equal opportunity and affirmative action and therefore did not specifically seek minorities and women from academic and talent pools.
- The disparate treatment of minorities and women in some hiring, assignment and promotion practices.

2. Senior management, starting in late 1973 initiated efforts to correct the imbalance in the Agency's population through an aggressive recruitment and promotion program. The results in 1974 were generally favorable but somewhat less so in 1975. In mid-1976, when minority recruitment continued to decline, the Office of Personnel instituted further changes in the recruitment and hiring procedures for minorities. These procedures were designed to shorten the length of time between the original interview and the decision to hire.

3. The total number of minorities and women at GS-16 and above in the Agency

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OEEO:OJCWare:rj

**Distribution:**

orig - DCI  
1 - DDCI  
✓1 - E/Reg  
1 - D/OP  
1 - D/EEO chrono  
1 - Minority Hiring  
1 - Corres for DCI Turner

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77-3960

Ricard's

THE WHITE HOUSE  
WASHINGTON

3-25-77

To Cabinet Offices & Heads of  
Agencies

We are all committed  
to a continuing effort to  
hire strongly representative  
numbers of women and  
minority citizens.

Please be prepared when  
asked to give me a report  
on this at all pay levels  
above GS 15.

\_\_\_\_\_  
Jimmy Carter

cc: Hans Jordan

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EXECUTIVE SECRETARIAT

Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI		✓		
2	DDCI		✓		
3	D/DCI/IC		X		
4	DDS&T				
5	DDI				
6	DDA		X		
7	DDO				
8	D/DCI/NI				
9	GC				
10	LC				
11	IG		X		
12	Compt				
13	D/Pers		✓		
14	D/S				
15	DTR				
16	Asst/DCI				
17	AO/DCI				
18	C/IPS				
19	DCI/SS				
20	D/EEO		✓		
21					
22					

SUSPENSE

31 MAR

Date

Remarks:

Prepare report for DCI use.

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D/E [redacted] by

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UNCLASSIFIED USE ONLY CONFIDENTIAL SECRETROUTING AND RECORD SHEET  
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SUBJECT: (Optional)

FROM:		EXTENSION	NO.
Director, EEO 5E47			Executive Registry 77-6960/STAT
TO: (Officer designation, room number, and building)	DATE		COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED	
1. E/Reg 7 E 12			
2.			
3. DDCI 7D6011	4/6	dm	<u>To 4</u> This provides background for you on EEO matters in CIA and it also provides data for your response to a Presidential inquiry addressed to Cabinet members.
4. DCI			
5.			
6.			
7.			
8.			
9.			
10.			
11. ( P-1.2			This is a large and complex problem for the Agency. We need some time to discuss the issues with you and to describe the arrangements we have, organizationally and managerially, to deal with them.
12.			
13.			
14.			
15.			